



AcqDemo Contributions

DoD Civilian Acquisition Workforce Personnel Demonstration Project
Program Office

January 2011



Program Director's Message

Things are revving up! Training is underway for Senior Leaders, HR Service Providers and the Workforce. Local transition teams are busy preparing their organizations for conversion to AcqDemo. In addition, we have great news to share this month in that the 2011 National Defense Authorization Act (NDAA) has now been signed into law by the President. This does two important things for AcqDemo: (1) it codifies the AcqDemo in Title 10 law and (2) extends the authority of AcqDemo through September 30, 2017. So the stage is set to demonstrate the value of the AcqDemo design over the coming years and prove that it should become a permanent alternative personnel system. Thank you for supporting the transition and please continue to help others understand our design and the value of it as we draw closer to our May 22, 2011 conversion date.

Respectfully,

- Jim Irwin

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Transition News

Getting Ready for Conversion Date from NSPS to AcqDemo

Mark 22 May 2011 as the date all eligible employees will convert from NSPS to AcqDemo. There are a few things that everyone can do to prepare for the transition. First make sure you are on track with NSPS requirements. Do you have approved objectives in the Performance Appraisal Application (PAA)? As the midpoint of the appraisal cycle nears, be prepared to complete your interim assessment. The NSPS Interim will be used as the closeout documentation of your performance under NSPS up to the transition to AcqDemo. As it has been determined that NSPS performance/accomplishments can inform on AcqDemo contributions to be assess at the end of September 2011, you will want to be sure you have captured your NSPS accomplishments properly. Finally, find out as much as you can about AcqDemo even if you were under AcqDemo prior to the implementation of NSPS. Continue reading the monthly editions of this newsletter and visit the AcqDemo website at <http://www.acq.osd.mil/dpap/ops/acqdemo.html> where news updates will be posted. Look to your local NSPS/AcqDemo transition team for more information.

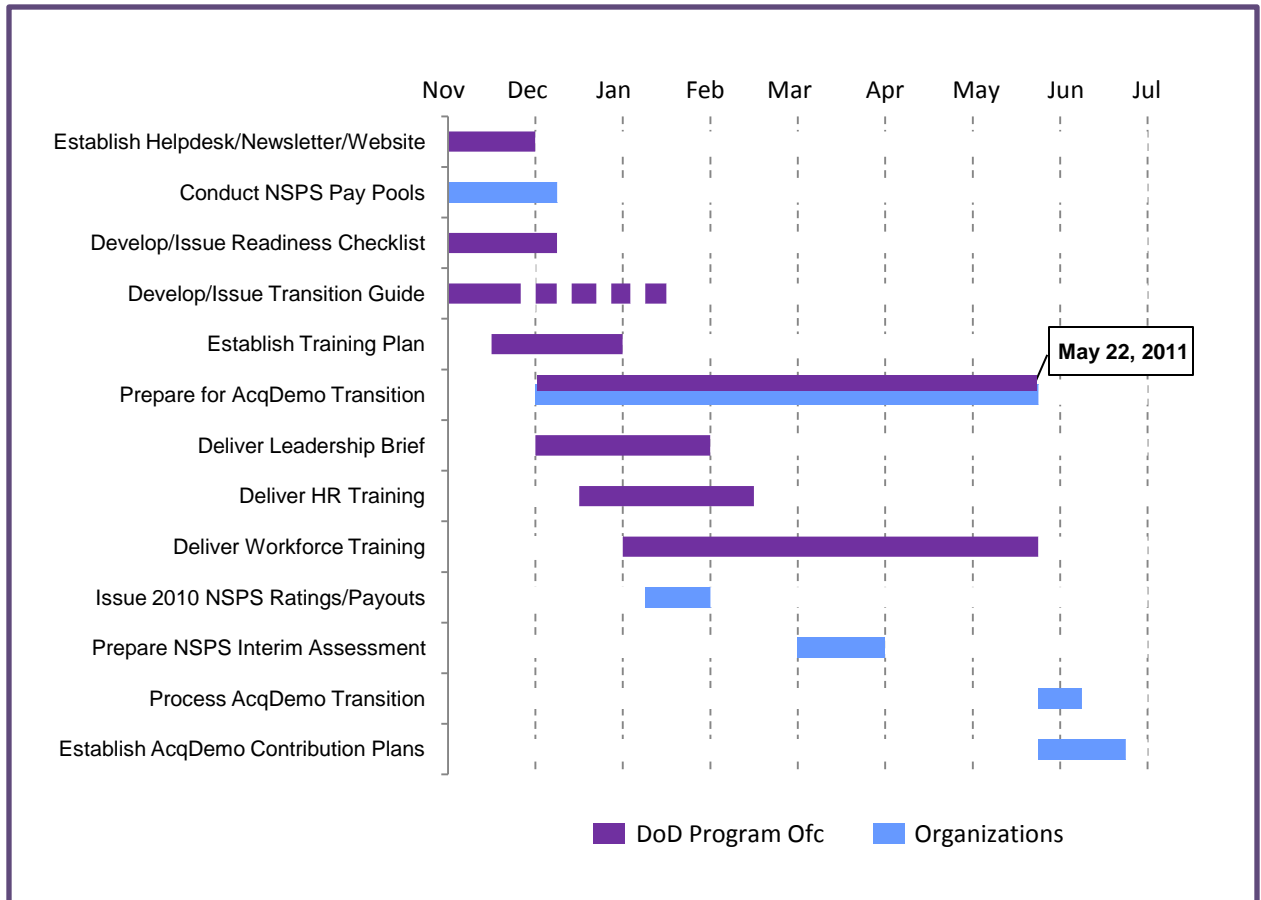
Updated Transition Guide Being Distributed

The Program Office developed a "Transition Guide for Transition Managers and HR Practitioners" in support of the transition from NSPS to AcqDemo. The guide is intended to assist transition teams in preparing for and accomplishing the conversion set for May 22, 2011. The content is being reviewed within the DoD NSPS Transition Office but an updated draft version is being distributed to Component NSPS Transition PMs and will be posted to the [AcqDemo Program Office website](#) to help guide transition planning while we coordinate any final edits. Individual sections of the guide will be indicated as "FINAL COPY" as they are finalized. Check the Transition News section of this newsletter and the AcqDemo website for notification of the release of the remaining chapters.

Transition News (cont.)

Transition Timeline Highlights Milestones

The timeline below is provided to Senior Leaders in their orientation briefing and to HR Service Providers in their training on AcqDemo transition. The timeline highlights major milestones for the transition from NSPS to AcqDemo. The Program Office is working in cooperation with the Commands to ensure each milestone is met in support of the transition.



Facts About Conversion

Pay Upon Transition

In accordance with the National Defense Authorization Act for Fiscal Year 2010 (NDAA 2010), no employee shall suffer a loss of or decrease in pay as a result of conversion of employees and their permanent positions from NSPS to any non-NSPS personnel system. Employees will be converted to AcqDemo at their existing rate of pay. Employees with salaries above the maximum base pay of the broadband will be placed on pay retention.

Accelerated Compensation for Developmental Positions (ACDP)

ACDP is not a provision of AcqDemo. Once an employee's NSPS position is transitioned to AcqDemo, pay progression in a developmental position is subject to the AcqDemo rules.

Facts About Conversion (cont.)

Classification

AcqDemo classification is driven by how the duties and responsibilities and the qualifications required by the position compare with AcqDemo broadband descriptors. If the position was previously classified under AcqDemo and has not substantially changed, the position will likely be classified as it was previously. If the position was never classified under AcqDemo, then AcqDemo classification standards will be applied to determine the career path and broadband level.

If currently you are:	Then:
on a detail	You will be transitioned to AcqDemo from your permanent NSPS position of record.
on a temporary promotion	
on a temporary reassignment	
on leave without pay	
absent while serving in the military	
absent due to at work-related injury	
absent due to being in a worker's compensation status	

AcqDemo Training

Senior Leadership Orientations Underway

One of lessons learned shared by organizations that transitioned from GS to AcqDemo and then to NSPS is the importance of getting senior leaders educated about required actions early in the transition process. In support of that lesson, the AcqDemo Program Office is delivering Leadership Overview briefings to all organizations returning to the demo. While it is called on overview, it does not skimp on the details. Your leadership will receive the information and tools they need to champion the change during the transition process.

Training Course for Human Resources (HR) Professionals Rolled-out

An interactive, one day training session is being delivered to the HR community as they gear up to assist with the conversion to AcqDemo. This course addresses all aspects of AcqDemo including classification, pay setting, hiring and staffing, and the contribution-based compensation and appraisal system (CCAS). It also includes an in-depth discussion of the transition of NSPS employees into AcqDemo, as well as reviews the steps for assisting employees that may transition out of AcqDemo into a General Schedule (GS) position. Finally, this training summarizes the critical changes and discusses the most effective way to move forward as the HR Professionals help to prepare their organizations for the upcoming transition to AcqDemo. See your local Transition Manager for scheduling.

Employee Training Beginning

A most important piece of the overall transition training strategy is Employee Training. This half-day session targets employees and their supervisors. The objective of this course is to provide participants with the knowledge and tools to understand and operate under AcqDemo. Time is spent detailing CCAS events, roles and responsibilities in addition to an overview of the overall design. You may see employee training briefings advertised beginning in January 2011.

FAQs

Q: Will employees receive a local market supplement (LMS) after they transition from NSPS to AcqDemo?

A: No. AcqDemo employees receive “locality pay” instead of a “local market supplement.” Most employees transitioning to the General Schedule (GS) will also receive locality pay. Some of those employees, however, may be entitled to a special rate supplement in lieu of locality pay. These special salary rates do not apply to AcqDemo employees.

Q: If I converted into NSPS from an AcqDemo NK-II permanent position, and my duties and responsibilities have not changed, will I be transitioned from NSPS back to a NK-II?

A: Yes. Employees who remain in the position from which they were converted to NSPS will return to the career path and broadband level they were previously assigned. However, a change in duties, a change in the classification criteria, or a previously misclassified AcqDemo position may result in a different classification.

Q: Under NSPS, an employee’s pay retention lasts for two years – does that same limit apply if the position is transitioned to AcqDemo?

A: No. After converting to AcqDemo, employees become subject to pay retention rules under AcqDemo. The rules provide for an indefinite period of pay retention subject to certain terminating events. The terminating events are the same as GS and are detailed in 5 CFR.536.308(a).

Feedback

Please let us know what else you want to hear about! Email ideas for future articles and updates to our AcqDemo Helpdesk (AcqDemo.Helpdesk@dau.mil)

- *Patty Lindsey*, Editor, AcqDemo Contributions